

# OFFICIAL GAZETTE

## GOVERNMENT OF GOA

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#### Department of Labour

#### Notification

CL/MWA-R/97/Part-File/7362

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the said Act), revising minimum rates of wages payable to various categories of employees employed in various trades mentioned in the said draft in the scheduled employment, namely "(i) Employment in Construction or maintenance of roads or in building operations (ii) Stone breaking and stone Crushing and (iii) maintenance of building", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act.

Notice is hereby given that the said draft will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette. All persons likely to be affected thereby may forward their suggestions and objections if any, to the Secretary, Labour, EDC House Panaji-Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into account at the time of finalisation of the draft.

#### DRAFT NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (iii) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, hereby revises the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely (i) "Employment in construction or maintenance of roads or in building operations (ii) Stone breaking and stone Crushing and (iii) maintenance of building" in the State of Goa as specified in the Schedule below :—

#### SCHEDULE

Sr. No.	Details of categories	All inclusive Minimum rates of wages
(1)	(2)	(3)
(1)	Beldar	Rs. 52/- per day or
(2)	Brick Moulder	Rs. 1352/- per month.
(3)	Chainman	
(4)	Chowkidar	

(1)	(2)	(3)
(5)	Cleaner	Rs. 52/- per day or
(6)	Gardener	Rs. 1352/- per month.
(7)	Driver with hand cart	
(8)	Hedge Cutter	
(9)	Mali	
(10)	Slinger	
(11)	Peon	
(12)	Sewer man	
(13)	Title Turner	
I.	Unskilled	
(14)	Bhisti	Rs. 51/- per day or
(15)	Bullock Cart Driver	Rs. 1326/- per month
(16)	Coolie	
(17)	Hamal	
(18)	Khalasi	
(19)	Labourer	
(20)	Manai	
(21)	Mazdoor	
(22)	Sweeper	
(23)	Watchman	
(24)	Water Carrier	
(25)	Bajri Spreader	
(26)	Beatr Woman	
(27)	Bellow Woman	
(28)	Bucket Man	
(29)	Carrier (Stone)	
(30)	Cart Man	
(31)	Cartaker (Bridge)	
(32)	Cleaner	
(33)	Concrete (Hand Mixer)	
(34)	Daffadar	
(35)	Driver (Bullock)	
(36)	Flag Man	
(37)	Gangman	
(38)	Kamin	
(39)	Gate Man	
(40)	Kamp Man	
(41)	Searcher	
(42)	Signal Man	
(43)	Strikers	
(44)	Trolly Man	
(45)	Valve Controller	
(46)	Wooderman	
(47)	Berryman	
(48)	Mucchers, Jamadars	
(49)	Singers	

Any other category by whatever name called which are of unskilled nature.

(1)	(2)	(3)	(1)	(2)	(3)
<i>II. Semi-Skilled/Unskilled Supervisory</i>			(51)	Fireman	Rs. 59/- per day or
(1)	Brick Layer (Class II)	Rs. 59/- per day or	(52)	Gate Keeper	Rs. 1534/- per month.
(2)	Cook	Rs. 1534/- per month.	(53)	Grinder	
(3)	Carpenter		(54)	Garser-cum-Fireman	
(4)	Driller (Hole Rock)		(55)	Hammerman	
(5)	Driller		(56)	Jamadar	
(6)	Excavator		(57)	Oilman	
(7)	Fitter (Assistant Semi-skilled)		(58)	Storeman	
(8)	Head Surveyor		(59)	Boilerman	
(9)	Blacksmith			Any other category by whatever name called which are of semi-skilled nature.	
(10)	Mason (Brick Layer, Second Class)		<i>III. (A) Highly Skilled</i>		
(11)	Quarry Man		(1)	Mason (plaster and Paris Ornamental work and ceiling)	Rs. 69/- per day or Rs. 1794/- per month.
(12)	Quarry Operator		(2)	Painter (artist First Class)	
(13)	Mate (Blacksmith Carpenter)		(3)	Foreman	
(14)	Stone Breaker		<i>(B) Highly Skilled</i>		
(15)	Stone Man		(4)	Assistant Foreman	Rs. 65/- per day or
(16)	Stone Cutter (Higher Grade)		(5)	Armature (Winder Grade I)	Rs. 1690/- per month
(17)	Upholstered (Grade II)		(6)	Furniture Carpenter	
(18)	Sewer Layer (1st Class and Hatcher)		(7)	Fitter	
(19)	Bearer		(8)	Head Mistri	
(20)	Bhisti (with mask)		(9)	Highly Skilled Electrician	
(21)	Belder		(10)	Head Mechanic	
(22)	Artisan Helper		(11)	Head Plumber	
(23)	Brick/Tile Moulder		(12)	Mason (stone work ornamental)	
(24)	Cane Weaver		(13)	Tinsmith	
(25)	Charpoy/Stringer		(14)	Welder	
(26)	Cleaner (Truck Road Roller Concrete Mixer etc.)		(15)	Wireman Grade I	
(27)	Colour/White Washer		(16)	Welder-cum-fitter	
(28)	Cane Man		(17)	Decorator	
(29)	Dafti		(18)	Air-conditioner	
(30)	Fireman			Any other category by whatever name called involving work of highly skilled nature.	
(31)	Glazier		<i>IV (A) Skilled</i>		
(32)	Fitter		(1)	Assistant Artist Painter	Rs. 63/- per day or
(33)	Head Chowkidar		(2)	Armature Winder (Grade II)	Rs. 1638/- per month.
(34)	Bhandhari		(3)	Mistry Grade I	
(35)	Mate		(4)	Oil Painter Class I	
(36)	Mazdoor		(5)	Plumber licensed, Class I	
(37)	Pump Attendant		(6)	Mason (Plaster or Paris Wall)	
(38)	Sprayman (Bittuman, Tar etc.)			Any other category by whatever name called which are of skilled category.	
(39)	Stone Cutter				
(40)	Tinsmith				
(41)	Farrash				
(42)	Mukadam				
(43)	Laboratory Boy				
(44)	Rackman				
(45)	Balashawala				
(46)	Bhisti				
(47)	Cane Weaver				
(48)	Chain man (Head)				
(49)	Driller				
(50)	Driller (Hole Rock)				

(1)	(2)	(3)
<i>(B) Skilled</i>		
(7)	Brick Layer Mason (Class I)	Rs. 60/- per day or Rs. 1560/- per month.
(8)	Blacksmith (Class I)	
(9)	Carpenter (Class I)	
(10)	Concrete Mixer maker	
(11)	Concrete Mixer Operator	
(12)	Driver (Road Roller, concrete Mixer Truck)	
(13)	Driver (Motor Vehicle)	
(14)	Driver (Truck, Diesel Engine)	
(15)	Distemperer	
(16)	Electrician	
(17)	Head Man (wall sinking)	
(18)	Mistri	
(19)	Mason (Stone work)	
(20)	Gladier	
(21)	Line Man	
(22)	Machinist	
(23)	Mechanic	
(24)	Meter Reader	
(25)	Moulder	
(26)	Head Cook	
(27)	Operator (Cineman Projector, Compressor, Crane Dumper, Excavator, Generator, Pump, Tractor, Vibrator etc.)	
(28)	Plaster	
(29)	Plumber	
(30)	Driver	
(31)	Pump Man	
(32)	Pump Engine Driver	
(33)	Stone Cutter (Class I)	
(34)	Upholsterer	
(35)	Stone Chiseller	
(36)	Painter (Oil Painter Class II, letter writer).	
(37)	Fitter	
(38)	Tinsmith	
(39)	Wood Cutter	
(40)	White Washer (Grade I)	
(41)	Tradesman	
(42)	Turner	
(43)	Work Assistant	
(44)	Tracer Technical Assistant	
(45)	Tracer	
(46)	Technical Assistant	
(47)	Cabinet Maker	
(48)	Moulder (Brick tiles)	
(49)	Road Inspector	
(50)	Panmon	
(51)	Navgani	
(52)	Tyre Vulcaniser	
<i>V. Clerical</i>		
(1)	Clerk	Rs. 63/- per day or
(2)	Commuter	Rs. 1638/- per month.
(3)	Store Clerk	
(4)	Store Issuer	
(5)	Accounts Clerk	
(6)	Store Keeper (Grade I, II, etc.)	
(7)	Tally Clerk	

(1)	(2)	(3)
(8)	Time Keeper	Rs. 63/- per day or
(9)	Tool Keeper	Rs. 1638/- per month.
(10)	Telephone Operator	
(11)	Typist	
(12)	Computer	
Any other category by whatever name called which are of a clerical nature.		
<i>VI. Supervisory</i>		
(1)	Section Officer/Junior Engineers	Rs. 71/- per day or Rs. 1846/- per month.
(2)	Supervisor	
(3)	Overseer	
<i>VII. Special</i>		
(1)	Bullock-Cart Man with double Bullocks	Rs. 81/- per day or Rs. 2106/- per month.
(2)	Bullock-Cart Man with single Bullock	

*Explanation:—*

- (1) Where in any area/establishment in the Scheduled employment wages revised by this Notification are lower than the wages fixed/revised by the Central Government or by agreement/settlement or contractor's regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.
- (2) (a) Unskilled work is one which involves simple operation requiring little or no skill or experience on the job.  
(b) Semi-skilled work is one which involves skill, competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work.  
(c) Skilled work is one which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.
- (3) The minimum rates of wages are applicable to employees engaged by the principal Employer or contractor or sub-contractor etc.
- (4) The minimum rates of wages revised is an all inclusive rate including the wages for the weekly day of rest.
- (5) Both men and women workers shall be paid the same rates of wages revised for the same category and for equal work.
- (6) In case of employee employed on piece-rate basis, the minimum rates of wages payable to him shall be at a rate not less than the minimum rates of wages revised for the class/category of which he belongs under this Notification.

- (7) The monthly rate of minimum wages payable to an employee employed in any category in respect of which daily rate of minimum wages is revised shall be computed by multiplying the daily rate by 26.

By order and in the name of the Governor of Goa.

R. S. Mardolker, Commissioner, Labour and Ex-Officio Joint Secretary. (Labour).

Panaji. 10th March, 1998.

## Department of Law and Judiciary

(Legal Affairs Division)

### Notification

7-6-98/LA

The Goa Labour Welfare Fund (Amendment) Act, 1998 (Goa Act 16 of 1998), which has been passed by the Legislative Assembly of Goa on the 26-3-1998 and assented to by the Governor of Goa on 9-4-1998, is hereby published for the general information of the public.

P. V. Kudneker, Joint Secretary (Law).

Panaji. 16th April, 1998.

## THE GOA LABOUR WELFARE FUND (AMENDMENT) ACT 1998

(Goa Act No. 16 of 1998)

[9-4-1998]

AN

ACT

*further to amend the Goa, Daman and Diu Labour Welfare Fund Act, 1986.*

Be it enacted by the Legislative Assembly of Goa in the Forty-ninth Year of the Republic of India as follows:—

1. *Short title and commencement.*—(1) This Act may be called, the Goa Labour Welfare Fund (Amendment) Act, 1998.

(2) It shall come into force at once.

2. *Amendment of section 14.*—In section 14 of the Goa, Daman and Diu Labour Welfare Fund Act, 1986 (Act 4 of 1987), in sub-section (1), for the words “six rupees” and the words “twelve rupees”, the words “twelve rupees” and the words “thirty six rupees” shall be respectively substituted.

## Department of Personnel

### Notification

1/1/94-PER (Pt. file)

In exercise of the powers conferred by the proviso to Article 309 of the Constitution, the Governor of Goa hereby makes the following rules to regulate the recruitment to the Group ‘A’ Gazetted posts in the Goa College of Music, Government of Goa, namely:—

1. *Short title, application and commencement.*—(1) These rules may be called the Government of Goa, Goa College of Music, Group ‘A’ Gazetted post, Recruitment Rules, 1997.

(2) They shall apply to the posts specified in column (1) of the Schedule to these rules (hereinafter called as the “said Schedule”).

(3) They shall come into force from the date of their publication in the Official Gazette.

2. *Number, classification and scales of pay.*—The number of posts, classification of the said posts and the scales of pay attached thereto shall be as specified in columns 2 to 4 of the said Schedule:

Provided that the Government may vary the number of posts in column 2 of the said Schedule from time to time subject to exigencies of work.

3. *Method of recruitment, age limit and other qualifications.*—The method of recruitment to the said posts, age limit, qualifications and other matters connected therewith shall be as specified in columns 5 to 13 of the said Schedule.

4. *Disqualification.*—No person who has entered into or contracted a marriage with a person having a spouse living or who, having a spouse living, has entered into or contracted a marriage with any person, shall be eligible for appointment to the service:

Provided that the Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

5. *Power to relax.*—Where the Government is of the opinion that it is necessary or expedient so to do, it may, by order, for reasons to be recorded in writing, and in consultation with the Goa Public Service Commission, relax any of the provision of these rules with respect to any class or category of persons.

6. *Saving.*—Nothing in these rules shall affect reservation, relaxation of age limit and other concessions required to be provided for Scheduled Castes, and other special categories of persons in accordance with orders issued by the Government from time to time in that regard.

7. These rules are issued in consultation with the Goa Public Service Commission vide their letter No. COM/II/13/159(1)/97, dated 24-6-1997.

By order and in the name of the Governor of Goa.

S. S. Keshkamat, Joint Secretary (Personnel).

Panaji, 25th August, 1997.

Secretariat Annexe,  
Panaji.  
Dated, 16-4-1998.

B. S. SUBBANNA,  
Secretary to the Government of Goa,  
Law Department (Legal Affairs).

SCHEDULE

Name/ Designation of post	Number of posts	Classifi- cation	Scale of pay	Whether— selection post or non- selection post	Age limit for direct recruits	Whether the benefit of added years of service is admissible under Rule 30 of CCS (Pen- sion) Rules, 1972	Educational and other qualifications required for direct recruits	Whether age & educational qualifications prescribed for the direct recruits will apply in the case of promotees	Period of probation, if any	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer/contract and percentage of the vacancies to be filled by various methods	In case of recruit- ment by promotion/ deputation/transfer, grades from which promotion/ deputation/transfer is to be made	If a D. P. C. exists, what is its composition	Circumstances in which Goa Public Service Commission is to be consulted in making recruitment
1	2	3	4	5	6	6(a)	7	8	9	10	11	12	13
Lecturer	5 (1997) Sub- ject to varia- tion de- pend- ent on work- load.	Goa Gen- eral Ser- vice Group 'A' Gazet- ted.	Rs. 2200- 75- -2800- -100- -4000.	Selec- tion.	Not exceed- ing 35 years (Relaxable for Govern- ment servants upto 5 years in accordance with the in- structions or orders issued by the Gov- ernment.)	No	<p><i>Essential:</i></p> <p>(1) Master's Degree in the relevant subject with at least 55% marks or its equivalent grade and good academic record.</p> <p>(2) Candidate besides fulfilling the above qualification, should have cleared the National Eligibility Test for Lecturer conducted by U. G. C./C. S. I. R. or State Eligibility Test.</p> <p>(Those who have submitted their Ph. D. thesis or completed their M. Phil degree by 31st December, 1993, are exempted from clearing the National Eligibility Test or State Eligibility Test, as per the instructions from the U. G. C.)</p> <p align="center"><i>OR</i></p> <p>A traditional or a professional artist with a highly commendable professional achievement in the subject concerned.</p> <p>Provided that in case suitable candidates who have cleared the Eligibility Test mentioned</p>	N. A.	Two years.	By direct recruit- ment	N. A.	Group 'A' D. P. C. consist- ing of:	As required under the Goa Public Service Com- mission (Ex- emption from Consultation) Regulations, 1988. Con- sultation with the Goa Pub- lic Service Commission is necessary for making di- rect recruit- ment, promo- tion and se- lection of an officer for ap- pointment on deputation and amend- ing/relaxing any of the provisions of these rules.
												<p>(1) Chairman/ Member G. P. S. C. -Chairman.</p> <p>(2) Chief Sec- retary or his nominee- Member.</p> <p>(3) Administra- tive Secre- tary/Head of Depart- ment-Mem- ber.</p> <p>(for considering confirmation).</p>	

1	2	3	4	5	6	6(a)	7	8	9	10	11	12	13
<p>above are not available, candidates without this qualification may be appointed subject to the condition that they will have to clear the Eligibility Test within a period of 5 years from the date of initial appointment, failing which his/her services shall not be allowed to earn any future increment and his/her services shall be liable to be terminated.</p>													
<p>(3) Knowledge of konkani.</p>													
<p><i>Note:</i> In case of non-availability of suitable candidates with the knowledge of Konkani, this requirement can be relaxed.</p>													
<p><i>Desirable:-</i></p>													
<p>(1) Ph. D. or M. Phil in the relevant subject.</p>													
<p>(2) Knowledge of Marathi.</p>													

## Corrigendum

In the Official Gazette Series I No. 2 dated 13-4-98 (Extraordinary No. 2 ) at pages Nos. 22 and 23, the date on the page heading printed as "23RD APRIL, 1998" may be read as "13TH APRIL, 1998".

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